

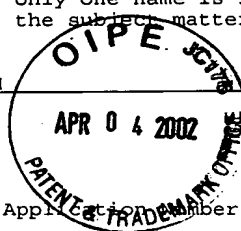
DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

As a below named inventor, I hereby declare that:

#3 10/001948

My residence, post office address and citizenship are as stated below next to my name;

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled:

STORY-BASED ORGANIZATIONAL ASSESSMENT AND EFFECT SYSTEM

the specification of which (check one)

 is attached hereto.X was filed on October 24, 2001 as United States Application Number 10/001,948or PCT International Application Number and was amended on (if applicable)

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose information which is material to the patentability of this application in accordance with Title 37, Code of Federal Regulations, Section 1.56.

I hereby claim foreign priority benefits under Title 35, United States Code, '119(a)-(d) or '365(b) of any foreign application(s) for patent or inventor's certificate, or '365(a) of any PCT International application which designated at least one country other than the United States, listed below and have also identified below, by checking the box, any foreign application for patent or inventor's certificate, or PCT International application, having a filing date before that of the application on which priority is claimed:

Prior Foreign Application(s)	Priority Claimed
(Number) (Country) (Day/Month/Year Filed)	<u> </u> Yes <u> </u> No
(Number) (Country) (Day/Month/Year Filed)	<u> </u> Yes <u> </u> No
(Number) (Country) (Day/Month/Year Filed)	<u> </u> Yes <u> </u> No

I hereby claim the benefit under 35 U.S.C. '119(e) of any United States provisional application(s) listed below.

<u>60/242,954</u>	<u>October 24, 2000</u>
(Application Number)	(Filing Date)
<u> </u>	<u> </u>
(Application Number)	(Filing Date)

I hereby claim the benefit under 35 U.S.C. '120 of any United States Application(s), or '365(c) of any PCT International application designating the United States, listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States, or PCT International application in the manner provided by the first paragraph of 35 U.S.C. '112, I acknowledge the duty to disclose information material to the patentability of this application as defined in 37 CFR '1.56 which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

(Application Serial No.)	(Filing Date)	(Status) (patented, pending, abandoned)
(Application Serial No.)	(Filing Date)	(Status) (patented, pending, abandoned)

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that willful false statements may jeopardize the validity of the application or any patent issued thereon.

POWER OF ATTORNEY: As a named inventor I hereby appoint the following attorney(s) and/or agent(s) to prosecute this application and transact all business in the Patent and Trademark Office connected therewith (list name and registration number).

Manny W. Schecter (Reg. 31,722), Kevin M. Jordan (Reg. 40,277), Christopher A. Hughes (Reg. 26,914), John E. Hoel (Reg. 26,279), Joseph C. Redmond, Jr. (Reg. 18,753), Stephen C. Kaufman (Reg. 29,551), Robert M. Trepp (Reg. 25,933), Louis P. Herzberg (Reg. 41,500), Daniel P. Morris (Reg. 32,053), Paul J. Otterstedt (Reg. 37,411), Louis J. Percello (Reg. 33,206), Douglas W. Cameron (Reg. 31,596), Marian Underweiser (Reg. 46,134), Richard M. Ludwin (Reg. 33,010), Marc A. Ehrlich (Reg. 39,966), Robert P. Tassinari (Reg. No. 36,030), Derek S. Jennings (Reg. No. 41,473), Gail Zarick (Reg. 43,303) and Timothy M. Farrell (Reg. No. 37,321).

DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATIONSend Correspondence to: Daniel P. Morris, Intellectual Property Law Dept.IBM Corporation, P.O. Box 218, Yorktown Heights, New York 10598Direct Telephone Calls to: (name and telephone number) Daniel P. Morris - (914) 945-3217Sharon Michelle Darwent

Full name of sole or first inventor, if any

Sharon Michelle Darwent25.01.02

Inventor's signature

Date

45 Clitherow Avenue, Hanwell, London W7 2BJ, United Kingdom

Residence

United Kingdom

Citizenship

Same as above.

Post Office Address

Fiona Incledon

Full name of second joint-inventor, if any

Fiona S. S. Incledon7th February 2002

Inventor's signature

Date

147C Saltram Crescent, London W9 3JT, United Kingdom

Residence,

United Kingdom

Citizenship

Same as above.

Post Office Address

Neal Martin Keller

Full name of third joint-inventor, if any

Neal Martin Keller03/11/2002

Inventor's signature

Date

34 Stanley Street, Pleasantville, New York 10570

Residence

USA

Citizenship

P.O. Box 533, Millwood, New York 10546

Post Office Address

DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATIONCynthia Frances Kurtz

Full name of fourth joint-inventor, if any



Inventor's Signature

3-14-2002

Date

221 North Greeley Avenue, Chappaqua, New York 10514

Residence

USA

Citizenship

Same as above.

Post Office Address

David John Snowden

Full name of fifth joint-inventor, if any



Inventor's Signature

4th February 2002

Date

Rowan Cottage, 51 Lockeridge, Marlborough, Wiltshire SN8 4EL, United Kingdom

Residence

United Kingdom

Citizenship

Same as above.

Post Office Address

John Charles Thomas

Full name of sixth joint inventor, if any



Inventor's Signature

March 11, 2002

Date

132 Ridgeview Lane, Yorktown Heights, New York 10598

Residence

USA

Citizenship

Same as above.

Post Office Address